

# Corporate Social Responsibility

First City Care endeavour to promote CSR through a number of ways:

## Community

We promote CSR through a number of ways within First City Care. We support three main charities (Children in Crisis, London Crime stoppers and Child Victims of Crime) and actively involve our staff in events and other support activities for these charities. As an example this year we are sending two staff to work alongside charity workers taking a 16 children who have been victims of crime on a trip to Disneyland. This helps create very special memories for these children who have many bad memories.

We also support our staff when they wish to be involved in community projects and provide sponsorship to encourage further involvement. This includes support for community run crickets clubs, parent teacher associations, hospice care homes and other similar charity events.

As noted below we also have a number of recycling and energy reduction processes in place which involve all staff and help create a better responsibility toward and environment and society.

Last year we participated in the annual Bike Week to encourage staff to get to work using 'pedal power', the response was encouraging with 10 staff receiving the free bike service and bacon rolls!

We aim to increase awareness for our activities in these areas through targeted e-mails, notice board announcements and various features in our company newsletters.

As a board we also discuss ways in which we can continue to improve in this area and better encourage staff to share in the process.



## **Environment**

As a company we take our responsibilities towards the environment very seriously.

Within our office we have in place a number of recycling schemes which include the recycling, regeneration or safe disposal of:

- Paper, plastic, tin, cardboard and scrap metal.
- Printer and photocopier cartridges are recycled as part of the Xerox 'Greener Planet' Scheme.
- Computers and peripherals are donated to charity – Computer Air International.
- Mobile Phones are donated to charity – Computer Aid International / local schools.
- WEEE (Waste Electrical and Electronic Equipment) are recycled through our regular recycling contractor.

We also take part in an annual tree planting initiative at the Forest of Marston Vale in Bedfordshire.

Annually we have successfully participated in 'Bike Week' to encourage staff to cycle to work and leave the cars at home. All staff who take part receive a free bike service.

Regular energy usage surveys take place in an effort to monitor and reduce the amounts of electricity we use. We are currently in the process of working towards ISO14001.

## **Workplace**

We provide and will maintain a pleasant and safe working environment for our employees.

All our employees are treated with respect and First City Care's Directors are open to all points of view and value input from our staff.

Employees are encouraged to further their skills through training and business involvement throughout the year. Personal Development Reviews also take place annually to encourage further discussion and progression.

We continue to monitor and review our Corporate Social Responsibility and look to progress in all areas of the policy.

